

**PERSONNEL**DismissalA. Licensed Personnel

In the event the division superintendent determines to recommend the dismissal of any licensed employee or the placing on probation of a any licensed employee on continuing contract the procedures set forth in the Code of Virginia at §22.1-306 through 22.1-313, as amended, from time to time shall apply.

A majority vote of the Stafford County School Board membership is necessary for dismissal or placement on probation.

B. Service Personnel

The superintendent may place on probation or may dismiss service employees when such action is deemed to be in the best interests of the school division. Each employee has the right to appeal such a decision of the superintendent, through proper channels, to the board for final disposition.

Editor's Note

See Legal Reference to Policy #5-3

**Legal Reference:** Through June 30, 1997

**Code of Va., §22.1-253.13:7. Standard 7. Policy manual.**—"...C. Each local school board shall maintain and follow an up-to-date policy manual. All policy manuals shall be reviewed at least every five years and revised as needed. The policy manual shall include, but not be limited to:

1. Valid copies of Article 3 (§22.1-306 et seq.) of Chapter 15 of this title, concerning grievances, dismissals, etc., of teachers, and the implementation procedure prescribed by the General Assembly and the Board of Education; ..." (1992)

## PERSONNEL

Dismissal (continued)

Code of Va., §22.1-306. Definitions. (1992)

Code of Va., §22.1-307. Dismissal, etc., of teacher; grounds. (1996)

Code of Va., §22.1-308. Grievance Procedure. (1992)

Code of Va., §22.1-309. Notice to teacher of recommendation of dismissal or placing on probation; school board not to consider merits during notice; superintendent required to provide reasons for recommendation upon request. (1992)

Code of Va., §22.1-310. Election of hearing before fact-finding panel prior to decision of school board (Subsections "B." and "C.). (1980)

Code of Va., §22.1-311. Hearing before school board. (1980)

Code of Va., §22.1-312. Hearing before fact-finding panel. (1988)

Code of Va., §22.1-313. Decision of school board; generally. (1992)

Cleveland Board of Education v. Loudermill, 470 U.S. 532, 105 S.Ct. 1487, 84 L. Ed. 2d 494 (1985)

Editor's Note

The preceding sections of the Code of Va. are quoted at #5-3 of this manual.

Adopted by School Board: March 12, 1991  
Amended by School Board: August 26, 1997